

Eligible Dependents	Eligibility requirement	Medical	Dental	Vision	Legal	Dependent Life	AD&D
Legal Spouse (as defined under applicable state law)		*	*	*	*	*	*
• Must provide a copy of your marriage certificate; or							
• Copy of signed federal tax return, if filed jointly							
Same-sex domestic partner		*	*	*	*	*	*
• Must meet the requirements of the LANS Declaration of Domestic Partnership (LANL Form 1925A)							
• Qualified tax dependents require Declaration that Enrolled Dependent Meets IRS Requirement for Tax-Favored Health Premium Contributions (LANL Form 3027)							
Child – natural, step, placed for adoption, adopted, or same-sex domestic partner’s child*	To Age 26	*	*	*	*	*	
	To Age 23						*
• Must provide a copy of the Birth Certificate, proof of birth (if newborn), or adoption papers that list you as adoptive parent							
* Qualified tax dependents require Declaration that Enrolled Dependent Meets IRS Requirement for Tax-Favored Health Premium Contributions (LANL Form 3027)							
Legal ward	To Age 18 (unmarried)	*	*	*	*	*	*
• Must provide a copy of the legal document granting custody; and							
• Copy of your latest federal tax return							
• Must meet the requirements of the Declaration of Legal Ward as Eligible Dependent (LANL form 3028)							
Overage disabled child	(unmarried)	*	*	*	*	*	*
• Must provide a copy of the Birth Certificate, proof of birth, or adoption papers that list you as adoptive parent							
• Must be approved before the child reaches age of exclusion specified by each coverage or by the carrier during the Period of Initial Eligibility (PIE) for newly eligible employees							
• Once eligible, continuous coverage under a LANL group benefit program must be maintained for the overage dependent; if coverage I dropped, coverage is no longer available							